

~~EYES ONLY~~

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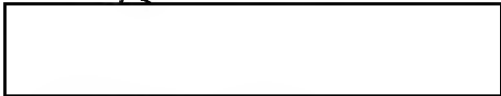
MEMORANDUM FOR THE RECORD

FILE Personnel

SUBJECT: Summer-Only Employment

1. On 28 February 1964, the Deputy Director for Support and the Director of Personnel met with Warren Irons, Executive Director of the U. S. Civil Service Commission, to discuss our summer-only employment program. We opened the meeting by telling Mr. Irons that we wanted his advice and counsel with respect to our summer employment program. He acknowledged a general understanding of the nature of our summer employment program and the reasons for restricting it to the dependents of employees. He evidenced particular interest in our statement that internal selection for the program was based purely upon competitive rankings in our standard clerical examination without regard to the rank or influence of the parent.
2. To explain the role and attitude of the Civil Service Commission, Mr. Irons reviewed the background of the present anti-nepotism rule of the Commission. Until 1962 the matter of summer employment had been strictly a matter for each government agency. In that year certain White House staff elements attempted to unify and exploit the many agency programs as a means of educating and inspiring young people to careers in Government Service. In 1963 the same White House staff elements inadvertently revealed plans to require political screening of all applicants for summer programs in the Washington area--giving the impression at least of intent to create an Executive Branch patronage program.
3. Public and Congressional reaction was immediate and critical and Congressional attention was focused on a heretofore neglected or at least inconspicuous patronage field. Probably as a direct reflection of the general Congressional reaction, there is a bill in the House (Beckworth Bill) which would apply the apportionment rule to all summer student employment in Washington.
4. In part, due to long-standing opposition to nepotism and in part to regain initiative in the field of Federal employment, Chairman Macy of the Civil Service Commission established the anti-nepotism rules which prohibit the employment of sons and daughters in any agency in the competitive service in which a parent was employed.
5. With regard to the problem of security control and economy, Mr. Irons expressed complete understanding as to why our program must be limited to the children of employees. He went so far as to state we would be guilty of waste of Government funds were we to put short term summer employees through normal security clearance procedures.
6. With respect to our problem, he expressed the view that continuation of our past program would bring forth severe criticism without any attempt to understand or acknowledge the economy and security factors which have led us to practice nepotism in principle although not as to individual or desire.

STAT

  
Emmett D. Echols  
Director of Personnel

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